

ODOT, now 20, looks in mirror

Preliminary results from a department-wide opinion poll indicate that ODOT employees and management both agree that "meeting the needs of the public" is and should be the organization's top priority.

At presstime, 70 percent, or 3,223 of the surveys distributed in

'Overall, the results look pretty positive, if I had to put a feeling on it.'

October had been returned.

Darien Fenn, an associate with Coast Consulting Group, the Portland management and financial consulting firm conducting the survey, was upbeat after a first look at the survey results.

"Overall, the results look pretty positive, if I had to put a feeling on it," he said. "Compared to some other organizations we've looked at that were in turmoil, this looks not bad at all."

Coast Consulting had available only department-wide results at presstime. Results by division will be tabulated later and will appear in the January VIA.

Seventy percent of those responding to the survey rated ODOT as an excellent or good place to work. More than 60 percent indicated there is "room for increased productivity in our work

group." Seventy percent either agreed or strongly agreed that "people in our work group get along well with each other."

Fifty-two percent of the respondents indicated their jobs pay enough for them to "meet (their) basic needs." But only 22 percent said their jobs pay "enough for (them) to live comfortably."

Sixty-six percent rated promotion or advancement opportunities within their divisions as either "only fair" or "poor."

The level of morale varied. Forty-six percent of the respondents rated the morale of their work groups either good or excellent. But when asked to rate the morale of ODOT as a whole, only 25 percent rated it either good or excellent. Nearly half checked "neutral" when asked that same question.

Michael Hipps, a partner with Coast Consulting, said that by checking "neutral," respondents may simply not have felt qualified to comment.

Nearly half of the respondents rated communications between the ODOT's main offices in Salem and field offices either "only fair" or "poor."

Forty-six percent either agreed or strongly agreed that "it is easy to communicate my concerns to management," while 38 percent either disagreed or strongly disagreed with that statement.

Sixty-four percent either agreed or strongly agreed that their supervisor "encourages (them) to solve problems and generate new ideas."

Keeping in touch



SIDEWALK SUPERINTENDENTS--Project Manager George Hopkins (pointing) shows the temporary work trestle to a group of business operators, governmental officials, school administrators, the media, and emergency service providers at the construction site of the new Alsea Bay Bridge. The monthly "Sidewalk Superintendent" meetings help keep the public informed of progress on the \$42.4 million project.

Public Transit, DMV cooperate to help license-less

Nearly 2,000 older Americans are called in each year by the Motor Vehicles Division to re-test their driving skills.

For some, receiving notice of the re-exam signals that it's time to give up the keys. About 40 percent of those who receive that notice don't schedule an appointment, according to DMV's Driver Control Unit Supervisor Robin Bower.

"Some face the fact that it's time," Bower said.

For those who chose to make an appointment, they must pass a three-part test, or they lose their license.

"Normally, a person's called in for re-examination based on a request from an insurance company, or a police department. They are given a vision test, they have a test on the laws, and

then they go out for the test drive once they pass



DRIVER NO MORE--Motorists whose licenses are revoked by DMV have an alternative: transit.

the first two tests," Bower said.

If older drivers can't pass the tests within 60 days, they are referred to community programs to help them keep their freedom of driving.

DMV's Driver Control Unit occasionally contacts members of ODOT's Public Transit Division for referral, according to Erik East, chief planner for Transit. Most referrals are made on a case-by-case basis, he said.

Bus routes, door-to-door van and volunteer driver services are available to Oregon's senior citizens for trips to the grocery store or doctor.

Some people who can't pass the driver re-examination choose to keep their car and have a friend or relative do the driving, according to Bower.

HIGHLIGHTS OF THIS ISSUE...

PAGE 3 The Highway Division is installing high-frequency band radios in it's vehicles.

PAGE 4 Oregonians vote to nearly double the river miles of the existing Scenic Waterway program.

PAGE 5 A News Media Workshop involves participants in print and broadcast media situations.

PAGE 8 How can communications between ODOT's field offices and Salem be improved?

DIRECTOR'S COLUMN

Strategy step 1: Find common ground

By **BOB BOTHMAN**
ODOT Director

I was really impressed with the second annual meeting of the department's Executive Staff and the Transportation Commission at the Silver Falls Conference Center in November. The tone and spirit of the meeting were upbeat, and it reflected where ODOT's headed.

Judging from the commission's support of the department and its divisions, I believe that our opportunities are virtually unlimited.

We're winding down 1988 with a successful year. Reorganizations at several levels have led to a departmental streamlining, and that helped us move closer to our mutual objectives. Second, our finances have been straightened out with the TEAMS accounting system. Finally, we've taken a major step forward in our role as a service organization by emphasizing customer service.

At the Silver Falls workshop, we worked on a lot of areas. Perhaps the most time was devoted to defining the role of the department: What is the Department of Transportation? We took time to look back at the reasons why ODOT was established and how we accomplished grouping several transportation-related state agencies under one umbrella organization.

Now, of course, our five operating divisions are essentially running on their own and carrying out their individual missions and objectives. Our discussion was positive and, perhaps for the first

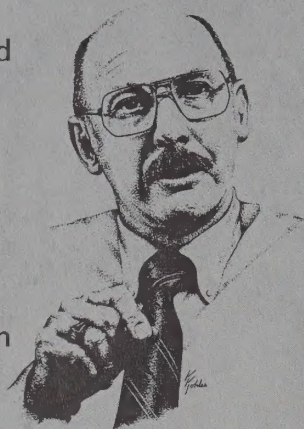
time, provided us with an understanding of what our department is all about. We agreed that making change in our department is okay, and that we need to change to keep pace with our objectives.

My overall impression was that everyone in the meeting felt there is a great strength in the department and that we need to figure out how to make

thrust for change.

Among the major accomplishments this year has been a gaining of the understanding of the department's mission, its values, the development of the need for future strategies and then linking those to our budget.

Major efforts were made this year and plans are being made to move forward in 1989 on our strategies to



The meeting hit home for me, personally, by providing me, as ODOT director, with a more clearly defined direction.

our department better--for our employees and for all Oregonians.

As we looked for common ground among our various divisions, we determined that we need to develop a strategic transportation plan. This raised some questions: How could we develop such a plan without including ports, railroads and commercial air transit?

While I'm convinced we need to pull together all of Oregon's transportation pieces into one strategy, I believe we need to understand how each of those pieces fit--how they mesh.

Our strategic plan has to make sense, and together we started to understand how, for example, the Parks and Recreation Division should relate to our umbrella organization--ODOT--while not necessarily forcing Parks into a strategic transportation plan. We also began to relate how the customer services provided by the Motor Vehicles Division tie into Oregon transportation.

The meeting hit home for me, personally, by providing me, as ODOT director, with a more clearly defined direction. The group defined how I might best support our division's various programs, provide the necessary external communications and provide a

improve transportation in Oregon, the investments we make, personnel and financial management, and our communications. These strategies all support our values of providing service to the public, pride in our employees, quality management, and a major contribution to the development of Oregon. In short, we have made giant steps toward establishing and enhancing the culture of ODOT.

As we look forward to 1989, we can measure our progress in meeting our long-range objectives by how well we do in five areas. As we agreed at Silver Falls, we must:

- Reinforce the department's values;
- Develop a strategic transportation plan for Oregon;
- Improve internal and external communications;
- Assemble a legislative funding package for 1989; and
- Respond to the recent opinion survey of Oregonians, government officials and our own people.

I'm confident that ODOT, as one of Oregon's emerging state service organizations, is shifting from simply knowing what we do to know why we do those things.

Letters



Service ethic

Lori Sprague,
Seasonal Ranger 1,
Fort Stevens State Park,
Astoria:

effort you made. We will be back for another vacation in your state soon.

Jim Chobotuk
Calgary, Alberta

(Sprague tracked down Chobotuk after it was discovered she had shortchanged him at the park's registration booth.--Editor)

Californians reflect

Don Forbes,
State Highway Engineer,
Salem:

My wife and I recently found ourselves involved in an incident over which we had no control, but one of your engineers, George Voytilla, sure made our day better.

While traveling on a detour near Medford, the thermostat on our vehicle froze on our car. Although

many cars passed us, including an Oregon State Police, 30 minutes later an Oregon State Highway Division car came along and helped. George promised to come along later and check on our progress. He did. He even had our car towed to Ashland and stayed with us until we got a room.

This kind of service reflects on Oregon's Highway Division. We thank George and the state of Oregon.

John and Doris Lorelli
Camarillo, Calif.

(Voytilla is an engineering technician 2 with the Highway Division's Region 3, Medford.--Editor)

Didn't mind waiting

Russ Graham,
DMV Field Services Branch,
Salem:

Here's a note to let you know we are pleased with our Klamath County DMV office.

We have to go there quite often, but don't mind the waiting because all the clerks are friendly and

accommodating to the customers. I believe this represents a nice change from not too long ago. Thank you.

Shasta Motors
Klamath Falls



ODOT NEWS

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Cynthia Ford
David F. Bolender
Robert F. Duvall

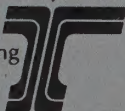
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BRAND NEW--Tony Monroe (left) and Duane Chaves, both of the Highway Division's Communications Unit, Salem, check over one of the division's new high-band radios, to be installed in most Highway and some Parks Division vehicles.

High-band radios lighter, smaller than old style

The Highway Division's Communications Unit is replacing the huge and heavy low-frequency band radios, purchased in the early 1960s, with lighter and more powerful units.

Vehicle radios are used by field crews to communicate with other crews, with base stations located at district and region offices, and with emergency service providers.

High-band radios--about one-fourth the size and one-tenth the weight of low-band radios--are currently in use in the division's District 7 and 14, according to Communications Specialist Duane Chaves.

District 7 includes the southern Oregon Coast roughly from Lakeside to Brookings, and District 14, in the southeastern part of the state, includes parts of Harney, Malheur and Grant counties.

Eventually, all Highway radio-equipped vehicles in the entire state will be converted to high-band, according to Chaves. District 13, in Northeastern Oregon, will be converted in the summer of 1989. District 12, which includes most of Umatilla and Morrow counties, will be converted to high-band during the 1989-91 biennium. District 1, which includes the Oregon Coast from Astoria to Pacific City, will be converted this winter.

Not only are the high-band radios lighter and smaller than the low-band radios, they out-perform

their predecessors as well, according to Chaves, who is coordinating the conversion.

Low-band radios suffer from skip, or signal interruption caused by atmospheric conditions. Low-band signals further deteriorate from man-made noise, if computers, a telephone or electrical wires are nearby. High-band radios don't have those problems and also don't require a base operator, according to Chaves.

High-band radios also can reach greater distances, with the help of the microwave network and repeaters stationed around the state. High-band radios, with the help of repeaters, can reach up to 75 miles, compared only 10 miles for low-band radios, Chaves said.

A high-band radio currently costs about \$700 new, about the same as low-band radios cost in the early 1960s, he said.

The smaller high-band radios can fit under the dashboard of a vehicle, while the larger low-band radios typically were stationed behind the front seat of a pickup truck or in the trunk of a passenger vehicle, Chaves said.

High-band radios also can be used to communicate with low-band radios through the use of a high-band repeater to control a low-band station. In certain locations, this has made it possible for high-band systems to work in conjunction with low-band equipment.

Highway unit merger designed to help field

Maintenance and Construction sections of the Highway Division became a single unit this fall, on paper. The physical merger will take place gradually and be complete by next July.

State Highway Engineer Don Forbes announced the consolidation recently. The new unit will offer a single approach to contractors and will allow better coordination in building new facilities. Forbes expects the combined unit will help field staff by consolidating quality control monitoring, training, safety, budget and technical help. Until now, those functions have been performed separately.

Construction Engineer Ken Husby heads the new section. Husby is seeking comments from Highway's region staff about their needs and concerns, as planning for the consolidation continues.

"We want to bring maintenance and construction operations closer together, so we can build a product that we can maintain economically," Husby said. "We need to decide what services the field wants and organize around those. We are designing functional duties based on our customers."

Husby plans to involve maintenance more directly in design and monitoring of construction projects. "The section foremen, for

example, know what the drainage and traffic control problems are in their area. I want them to have a voice in construction review."

The combined units will be located in the old Materials and Testing Laboratory building after it is remodeled. Some functions, such as budgeting assistance, cost analysis and other aspects of technical assistance, will be phased in before the move.

'We need to decide what services the field wants and organize around those.'

Maintenance Engineer Jack Sullivan has moved to Project Development, where he will head a consolidated Location and Final Design unit.

"We needed a strong manager there when two vacancies developed," Forbes said. "The vacancies provided us a chance to take a new look at that operation."

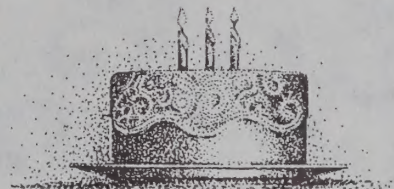
Bob Pool, formerly Location engineer, was promoted to Region 2 Engineer, while former Final Design Engineer Wayne Cobine was named Region 1 Operations Engineer.

NEWS BRIEFS

ODOT, Transit, Parks have birthdays in New Year

The Oregon Department of Transportation, as well as Parks and Public Transit divisions all have significant birthdays in 1989.

Twentieth anniversary celebrations are planned for Transit and its umbrella organization, ODOT, both of which became operative on July 1, 1969. The Parks Division celebrates its 60th anniversary on Aug. 6, six decades after Samuel Boardman was appointed Parks Engineer by the then-State Highway Commission.



Stevens' benefit raises more than \$2,000

A benefit sponsored by the Friends of Chuck Stevens, a former ODOT employee, generated over \$2,000 in net proceeds.

The Safeway/Blazer Alumni Team vs. Salem Shooting Stars basketball game was held in late November. About \$10,000 has been contributed to pay for about \$125,000 in hospital and medical expenses to date, according to Larry Christianson, a member of the friends group.

Stevens died of cancer in September.

Busy season caused by good weather, economy

Good weather, stable gasoline prices and a relatively stable economy combined to make this past summer's state park camping season the busiest yet.

The state Parks Division sold 385,000 campsites from July through September, a 7 percent increase over the same period in 1987. As a result, attendance also reached a record level, at 1.3 million campers.

Reflective tubes alert Multnomah Falls visitors

Highway Division workers fastened plastic tubes tipped with reflective tape on the westbound exit ramp of the Multnomah Falls parking lot to Interstate 84 last month.

The tubes are designed to help prevent exit ramp accidents.

The Multnomah Falls interchange is being studied by Highway staff to improve access to the falls and Benson State Park.

Voters: Add to scenic waterways

Two events in November had a major impact on the Parks Division's Scenic Waterways program.

Oregon voters approved Measure 7, which added 513 miles of 11 Oregon rivers to the system. Just a few days earlier, President Reagan signed the Oregon Omnibus Wild

dams, reservoirs, impoundments or placer mining are allowed.

Measure 7 nearly doubles the river miles within the existing state waterway program, from 656 miles to about 1,169 miles. Rivers affected are the Clackamas, Deschutes, Elk, John Day, Klamath,

to cover the new responsibilities, we are pleased that the voters have expanded the system."

The division hopes to add one staff member within a few months to assist with the new waterways, Lilly said. The Transportation Commission in November approved Parks' request to seek \$41,731 from the legislative Emergency Board to pay a planner to administer the program, service and supplies for the remainder of the biennium.

That request will come before the Emergency Board at its Jan. 5, 1989 meeting.

The federal wild and scenic designation applies to more than 700 miles of rivers in the state scenic waterways program, according to Lilly. The division also will need to work closely with federal agencies to coordinate management of these rivers, he said.

'Even though the measure provides no funding. . . we are pleased that the voters have expanded the system.'

and Scenic Rivers Act, designating 1,428 miles on 42 rivers as federal wild and scenic segments.

A state scenic waterway includes the river and its shoreline and all land and tributaries within one-fourth mile of its banks. Scenic waterways protect the free-flowing character of designated rivers for fish, wildlife and recreation. No

McKenzie, Metolius, Nestucca, Rogue, North Umpqua and the Willowa-Grande Ronde.

Passage of the initiative has required the Parks Division to develop a management plan to regulate land use along each river.

John Lilly, assistant Parks administrator, said, "Even though the measure provides no funding for us

Winterizing



GETTING READY--Dave Henderson, Beverly Beach State Park manager, closes part of the park's overnight campground for the winter. The campground closed in late October, along with 49 others. Fifteen campgrounds remain open year-round.

Program focuses on work-zone safety

A work-zone safety program is being developed by the Highway Division in conjunction with ODOT Public Affairs.

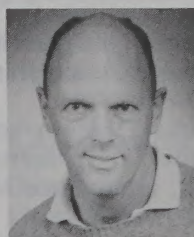
Through the first half of 1989, an employee on temporary assignment will educate both the public and department employees on how to safely operate a vehicle in a construction work zone.

Larry Christianson, Construction Section staff assistant, Region 1, was named coordinator of the work-zone safety program in November. Christianson will develop a statewide campaign to be launched in May 1989.

The Highway Division's Traffic Safety Committee, headed by Region 1 Engineer Don Adams, identified work-zone safety as a top priority for the upcoming construc-

tion season and beyond.

The program will target highway user groups and those who use the state's roadways in connection with



Larry Christianson

their work. Those include automobile and truck drivers, utility company workers, and city and government employees.

"The hope is that, with an all-out media campaign, we can bring the fatality and injury rate in all construction work zones around the

state to zero," Christianson said. "We want to highlight the safety factor for the driver, as well as the worker in the zone."

Specific campaign tools being considered are radio and television spots, public service announcements, speaking engagements with various organizations and advertisements on billboards, milk cartons and grocery bags. Also possible are enclosures in utility bills and adding a work-zone segment to driver education classes.

The program has been used successfully in other states, according to Christianson. The slogan "Give 'Em a Brake," used in several of those campaigns, also will be used in Oregon. Unique to Oregon's logo are the words "Make Their Day--Safe"

Public work affected by measures

Voters defeated two other ballot measures and passed another that affect transportation or Oregon public employees in the Nov. 8 General Election.

A measure that would have required Oregon drivers and passengers to use safety belts was defeated by voters. Ballot Measure 3 would have made Oregon the 33rd state to require drivers and passengers to buckle up.

One year ago, ODOT adopted a mandatory seat-belt policy for its employees. The policy applies to all drivers, riders and vehicles used for department business, including privately owned vehicles.

Ballot Measure 6, also rejected, would have given Oregon the nation's strictest no-smoking law by calling for restrictions in the workplace, restaurants, bus depots and other public and enclosed places. Individuals violating the law would have faced a \$250 fine.

Oregon voters also overturned Gov. Neil Goldschmidt's executive order banning job discrimination based on sexual orientation in state employment and in providing services to the public.

RETIREMENTS

Perry Crosley, senior right of way agent, Highway Division, Salem, retired in October after 23 years of service.

Wilma Linhart, clerical specialist, Accident and Insurance Records Unit, Motor Vehicles Division, Salem, retires in December after 20-plus years of service.

Jo Anne Lutz, clerical specialist, Modular Unit 4, Operations Section, Motor Vehicles Division, Salem, retired in October after 10-plus years of service.

Frank Sisley, engineering technician 2, Highway Division, Portland, retires in December after 18 years of service.

Harry Strouse, highway maintenance supervisor C, Springfield, retires in December after 30 years of service.

Herbert Williams, senior heavy equipment mechanic, Highway Division, Salem, retires in December after 34 years of service.

REMEMBERING

Howard Blakeney, who had been a highway maintenance foreman 1 with the Highway Division, Pendleton, died Oct. 23. Blakeney, who was 63, retired from Highway in 1974 after 25 years of service.

Jean Ewen Jr., formerly a right of way agent with the Highway Division, Salem, died Oct. 30. Ewen, who was 66, retired from Highway in 1984 after 29 years of service.

Media situations used in new workshop

ODOT's Office of Public Affairs and divisional information officers launched the first of a series of "News Media Workshops" for department employees in November.

The first workshop was held at the Employee Development Training Center in Salem. Another is planned for Dec. 13 in La Grande.

The one-day workshop aims to help ODOT employees build a positive, professional relationship with members of the news media and the general public. It is conducted by staff members who deal with the media daily.

It is intended for employees at all levels of the organization who, in the performance of their normal duties, interact with television, radio or newspaper reporters. Each participant prepares for and experiences at least one mock interview, whether for newspapers, radio or television.



ON THE SPOT--Region 1 Public Information Specialist Janis Collins interviews Ron Noble of the Highway Division's Materials and Research Section in a mock television interview during the first News Media Workshop.

Radio Help expands statewide to help motorists

Highway Division's Radio Help program is expanding statewide after a successful trial run in Region 4.

Red-on-reflective-silver stickers will identify Highway Division vehicles equipped with two-way radios that employees can use to call for help for a stranded motorist or at an accident site, according to John

Sheldrake, maintenance operations engineer.

"Helping in an emergency has always been a traditional part of Highway's function," Sheldrake said. "We decided to better identify our radio-equipped vehicles so motorists can more easily identify them. We are advertising that we have the capability to help drivers if

they get stranded on a lonely stretch of road or are involved in an accident."

Radio Help is patterned after a similar program begun by Pacific Power and Light Co., according to Dale Allen, Region 4 engineer, Bend.

Highway's Radio Help program began as a pilot program to identify radio-equipped division vehicles in the Central Oregon region at the

should stop to help people out," he said.

Radio Help guidelines used by the division set limits for what type of aid is appropriate. "We are not a police force," Allen said. The guidelines emphasize the division's desire to provide help to stranded motorists rather than act as part of a "crime-stopper" network.

Typically, a Highway employee who stops to help a stranded



TO THE RESCUE--A Highway Division employee helps a stranded motorist by radioing for assistance. The Radio Help program broadcasts Highway's willingness to help in an emergency.

**'It gave our people a clear message--
that they should stop to help people out.'**

suggestion of Al Walters, a Prineville maintenance foreman, according to Allen.

"The Radio Help signs on our trucks and bumper stickers on our cars help send a positive message to the public that Highway Division workers are there to help," Allen said.

"They may not need help on the day they first see a Radio Help sticker on one of our vehicles. But when they do need help, they know they can flag down one of those big, orange trucks. It gave our people a clear message--that they

motorist by the roadside will use his division radio to call for a tow truck. Employees regularly assist stranded motorists with mechanical problems or provide them with gasoline.

"The public has definitely sensed a feeling of goodwill from this," Allen said.

During the trial period, Highway employees reported helping about 10 people per month in each of Region 4's three maintenance districts. Allen said region engineering crews also routinely assisted motorists, although statistics were not kept for those crews.

'Cleanout Day' set for Dec. 21

Have files full of mysteries and the unknown? Has ODOT's Records Management got an opportunity for you.

"Cleanout Day," scheduled for Wednesday, Dec. 21, may be your chance to purge unwanted files and assemble extraneous equipment. Virginia Carey of Records Management is coordinator of the effort.

The statewide event is an opportunity for each of ODOT's five divisions to get rid of useless records. It's also a chance for Transportation Building employees to slim down their files in anticipation of office

shuffling, scheduled for 1989.

Employees are encouraged to wear casual clothes for the occasion, such as jeans and t-shirts, according to Carey.

Records Analyst Joe Winkel will make four stops around Oregon to promote Cleanout Day and train employees in records management. Among the topics he plans to cover are recommended storage times for various records.

Winkel's travel schedule includes stops in Salem (Dec. 5), Bend (Dec. 7), Roseburg (Dec. 13) and Portland (Dec. 14).

Day-care project delayed

The ODOT daycare pilot project has met unexpected delays.

Virginia Carey, chairwoman of ODOT's Child-Care Task Force, said the two day-care centers originally scheduled to open in Salem on April 1, 1989 probably won't.

"It's pretty iffy right now," Carey said. "It would almost be a miracle" for them to open by that time, she said.

The delay stems from unexpected rehabilitation work needed for one of the two sites, the former governor's home.

ODOT's plan is to operate the two day-care facilities--one for infants and toddlers, the other for preschool-aged children--as demonstration projects and to evaluate the program after two years, according to ODOT Deputy Director Gary Potter.

New directions



NEW PATHWAY--This type of realignment project, on Oregon Route 224 east of Estacada, is less common today, according to Assistant Project Manager Al Stormo (on left). The project involves cutting about 4.5 miles of new roadway, as opposed to the more common realignment projects that involve road widening. Environmental concerns have discouraged blazing new directions, he said. Paving is complete on the project, and Stormo expects the road to open by late November. Ed Roberts, a surveyor, is to Stormo's right.

Women runners capture second national 10K title

ODOT's women runners held onto their national 10-kilometer run title for the second consecutive year in the 10th annual National Transportation Week Running Challenge.

But the men lost their national title, placing a distant fourth, compared to 16 other competing state DOTs.

DMV voice noted for its high-tech

The Motor Vehicles Division won a national award for outstanding achievement in the field of automation.

The award, from the National Association of State Information Systems, was presented to DMV's Communication Unit supervisor, Barb Pierce, at the November meeting of the Transportation Commission.

The innovation, the DMV's Automated Voice Exchange (DAVE) system, handles Motor Vehicles Division customer requests for vehicle and driver information by communicating through touch-tone telephone operations.

ODOT runners' times were compared with other states participating in the NTW Running Challenge, held in May, and those results were recently released by Eb Engelman, event coordinator.

Oregon women outdistanced Washington state, with its top five finishers compiling a conglomerate time of 149 minutes, 18 seconds. Runner-up Washington compiled 163:54, while Alaska followed with 173:08. Five teams competed in the women's race this year, up from three last year.

Leading Oregon's team of national champions was Susie Braun of the Motor Vehicles Division, Portland, who crossed the finish line in 45:17. Celia Green, a guest of ODOT employee Robert Green, was second in 47:35, and Debbie Holt, a guest of ODOT employee Craig Holt, was third in 48:25. Jennifer Mendez of DMV, McMinnville, and Marilyn Teleck of the Highway Division, Salem, finished fourth and fifth, respectively, in 51:16 and 52:45.

Braun placed second in the nation to Kathy Trujillo of New Mexico, who completed the 10K course six seconds faster than Braun.

Moving up
Moving up
Moving up
Moving up
Moving up



Motor Vehicles Division

Enid Asuncion, motor vehicle representative (MVR) 1 to MVR 2, East Eugene.

Antonio Dominguez, MVR 1, Portland Drive Test Center, to MVR 2, Beaverton Drive Test Center.

Nicholas Held, MVR 1, Medford, to MVR 2, Corvallis.

Ellen Humphrey, clerical assistant to clerical specialist, Salem.

Katherine Jackson, clerical assistant to clerical specialist, Salem.

Buddy Phillipp, MVR 1, Grants Pass, to MVR 2, Klamath Falls.

Lillian Reafleng, clerical assistant to clerical specialist, Salem.

Sharon Safina, MVR 2, Corvallis, to MVR 3, McMinnville.

Lorrie Schaefer, administrative assistant to administrative assistant 2, Salem.

Sharon Springer, MVR 3 to motor vehicle office manager A, La Grande.



John Billy Williams
Highway Maintenance
Foreman 1
Veneta

Highway Division

Donald C. Aman, supervising highway engineer (SHE) B to SHE C, Salem.

William G. Anhorn, SHE E to SHE G, Salem.

Gene H. Buermann, highway maintenance worker (HMW) 2 to HMW 3, Juntura.

Don R. Crownover, engineering technician (ET) 1 to ET 2, Salem.

Dean H. Davis, HMW 1 to HMW 3, Lake County.

Robert P. Doran, highway engineer (HE) 2 to HE 3, Salem.

Stevan H. Garlick, HE 3 to HE 4, Salem.

Billie Knapp, secretary to administrative assistant, Salem.

Denise R. Kunders, clerical assistant to secretary, Salem.

Richard A. Losli, HMW 3 to ET 1, Salem.

David J. Millican, HMW 3 to highway maintenance foreman (HMF) 1, Portland.

Robert C. Pool, SHE E to SHE F, Salem.

Jeffrey Royer, HMW 2 to HMW 3, Albany.

John Billy Williams, HMW 4 to HMF 1, Veneta.



Lillian Reafleng
Clerical Specialist
Motor Vehicles Division
Salem



David J. Millican
Highway Maintenance
Foreman 1
Portland

SAFETY AWARDS

Milwaukie Engineering Crew; Paul Hailey, supervisor; 100,000 hours.

Salem Truck Shop; Terry Bonn, supervisor; 700,000 hours.

Equipment and Services Unit; Bob Kuenzli, supervisor; 200,000 hours.

Region 2 Striping Crew; Don Patterson, supervisor; nine years.

District 22 Office Crew; Gary Bowling, supervisor; nine years.

District 8 Landscape Crew; Al Jacobson, supervisor; three years.

Pendleton Extra Gang; Scott Strouse, supervisor; three years.

Cove Palisades State Park; Jerald Winegar, supervisor; 100,000 hours.

Salem Fab Shop; Courtney Gatlin, supervisor; 200,000 hours.

Umatilla Weighmasters; Ben Derby, supervisor; nine years.

Farewell Bend Weighmasters;

Joel Trilo, supervisor; 250,000 hours.

La Grande Weighmasters; R. J. Waldher, supervisor, nine years.

Region 3 Office Crew; Jim Gix, supervisor; 600,000 hours.

Ontario Maintenance Crew; Danny Ryan, supervisor; 200,000 hours.

Hermiston Maintenance Crew; Alden Shuman, supervisor; 50,000 hours.

Spray Maintenance Crew; Lloy Munjar, supervisor; 250,000 hours.

Salem Engineering Crew; Pete Fidler, supervisor; 750,000 hours (22 years).

Cape Lookout Park District; Ed Kornblum, supervisor; 150,000 hours.

J. M. Honeyman Park District; Joe Davis, supervisor; 50,000 hours.

On the job with David Dowrie

By ANDY BOOZ
Managing Editor

Acronyms bother David.

As manager of ODOT's Computer Center--located on the fifth floor of Salem's Revenue Building--David Dowrie occasionally is faced with translating technicalities into plain English.

"Acronyms are a verbal shorthand," he says. "And it's easy to use them all the time, particularly if you come up through the technical ranks, like I did." It's generally easier to say, for instance, DP instead of data processing or, per-

'People view computers as something magical. But there's nothing magical about them.'

haps closer to home, DMV for Motor Vehicles Division or ODOT for Department of Transportation.

The Computer Center provides DP services for ODOT, all DMV offices statewide, the Department of Forestry, PUC and OSP. The center even has its own "ET"--not an extraterrestrial--that calls IBM if the computer mainframe goes on the fritz.

As David looks over the shoulder of a computer operator and into a four-part monitor screen, he explains that the ever-changing assembly of blinking lights describe and record every function of the surrounding network of computers.

And he says: "People view computers as something magical. But there's nothing magical about them."

David has no illusions about his or the center's role: He's there to serve computer users, to allow people to "do their jobs better, faster, smoother" than ever before.

Rather than building a temple of high-tech worship, with computer gurus who talk only to the machines they manage, David emphasizes removing the cloak of mystery many associate with computers. "The whole emphasis here is to decentralize automation and get computers into the hands of users," he says.

To do that, he began an equipment leasing program for ODOT.

By leasing computers, those expenses can be tied directly into federally funded projects, such as the new Alsea Bay Bridge. Billing is simplified and, when the project is finished, the computers are returned.

The leasing program "may not add to the use of the mainframe but, in the long run, it will help

mainframe, David sets high standards. His goal is to have the center "up" more than 99 percent of the time.

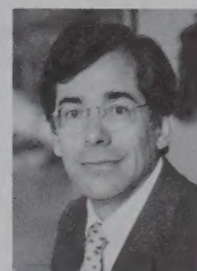
"Our users are dependent on us to do their jobs. We just have to be up and running--that's all," he says.

Lately, David has been involved with two projects involving the Motor Vehicles Division. One

applying their ideas, even if making those efforts leads to failure.

"That's what I strive for--to have people take risks, to have them take on responsibilities that may even not be required of them," he says.

For David, home is an old farmhouse on the Corvallis outskirts,



Hi-tech



AT THE CENTER--David Dowrie, computer operations manager, assists computer operator Janet Shryock. The four-part monitor screen (shown) describes and records every function of the surrounding network of computers.

people get their work done," David says. "That's what counts."

The Computer Center is open nearly 24 hours a day, seven days a week to allow the Oregon State Police access to the Motor Vehicles Division's driver and vehicle license records. When DMV offered extended office hours at some of its field offices and opened several DMV Express offices, that required the computers to be functioning, or "up," during those times. Similarly, when the Department of Forestry is heavily involved with fighting fires, the Computer Center delays upgrading and routine maintenance to provide uninterrupted service.

To support the 800-plus computer terminals dependent on the

focused on the Drivers License Issuance System, now used by most DMV field offices. The second--involving AAMVANet, a national computerized network--will be critical in the implementation of the new classified drivers license system.

Both efforts are aimed at decentralizing computer use, or providing people who depend on computers to do their work with computer access.

But times are changing. With the increased use of computers, David perceives that people are becoming increasingly aware of how computers can contribute to their jobs. Top ODOT management is becoming computer literate and supportive.

David encourages people to risk

with his wife and five children.

David smiles as he describes how his oldest daughter, now 14, waters the family horse by herself. His wife, a "full-time mother...is very important to me--I couldn't do all the things I do without her," he says.

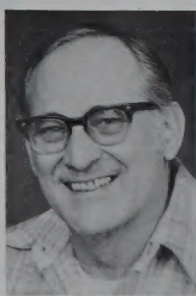
As a member of the Linn-Benton Educational Service District for the past five years, David has learned how to use his technical understanding to make people happy. His recent re-election to that post has assured him that his contributions, particularly in financial management, are appreciated.

And at least for David, that's what really counts.

"What makes me happy is helping other people. That's what really matters, you know."

RETIREES REPORT

Clifford Hults, Otis, bridge tender, Region 1 Highway Division, retired in 1985.



Cliff reports that, since retiring, he and his wife, Shirley, have done some traveling. They have visited their oldest daughter and family, including three grandchildren, in Soldotna on Kenai Peninsula, Alaska. The Hults also have a son and granddaughter on Kodiak Island.

Last winter they visited their youngest daughter in Escondido, Calif. While they were in Escondido, an earthquake struck. Cliff said his son-in-law, a native Californian, had never witnessed an earthquake as destructive as that one. The earthquake didn't discourage the Hults though, as they would like to return to the Gateway State soon.

The Hults usually attend Cliff's bridge crew retirement parties, and Cliff regularly attends the Highway Retirees luncheons.

William Sample, Salem, Final Design Supervisor, Highway Division, retired in 1979.

Bill stopped by the Office of Public Affairs recently, wearing a bright green sweater. Grinning, he said, "If you wear bright colors, people don't notice your gray hair or your balding head."

Since retiring, Bill has also changed the face of his home. In two remodeling projects, he created an additional bedroom, expanding his home to make a total of two and one-half bathrooms. He and his wife, Alyce, enjoy their home and spend much of their time there.

The Samples recently returned from a trip to Michigan by motor home to visit their daughter. They

also have traveled in their motor home to the Oregon Coast and the Bend area. Since retirement, the Samples have been to Michigan twice and have visited the East Coast, including Virginia, Washington, D.C., and Mt. Rushmore.

Bill enjoys skiing but broke his leg last March while skiing with one of his six granddaughters. He also skis with other Highway retirees, including Wayne Reed and Buz Swan.

The Samples are members of the Foursquare Church and Bill bowls with a group from the church. He also attends the Highway Retirees luncheons.

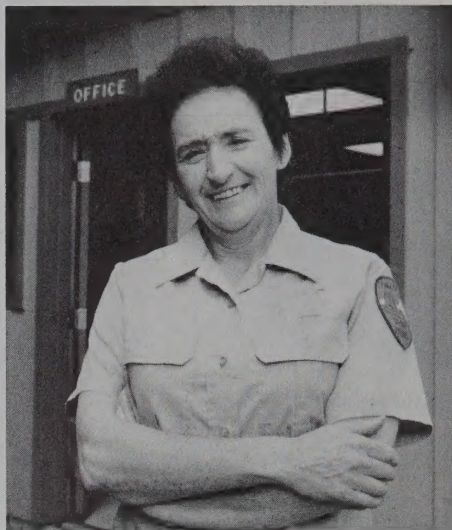
CANDID COMMENTS

How do you think communications between ODOT's field offices and Salem can be improved?

Gene Fletcher
Fiscal Officer
Parks Division
Salem



Sam Wilkins
Highway Maintenance
Supervisor
Highway Division
Condon

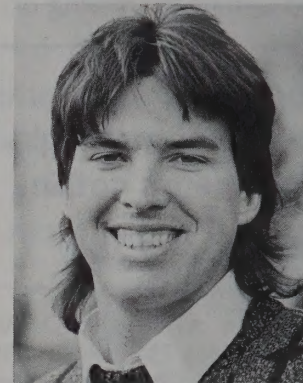


Pat Bry
District Clerk
Cape Blanco Park District
Port Orford



Rick Trevino
Office Manager
DMV Express Office
Salem

Dave Willhite Jr.
Highway Maintenance
Worker 2
District 2C Sign Crew
Portland



Gene Fletcher

We need to emphasize leadership rather than management. That means communicating goals as well as "why." Managers need to get out of the office.

Sam Wilkins

I think Salem should send more correspondence directly to field offices or section crews. Some of the information that would be helpful to section crews sometimes gets lost in the shuffle of going through our region and district offices.

Pat Bry

I feel communications has improved since I started with ODOT five years ago. With eMAIL, things reach the field faster. VIA is a good source, and ODOT On the Move would be if it could reach the field faster and be more timely. Generally, I wish the information sent to the field were more complete and in-depth. We get the fringe--not the "why" of things.

Rick Trevino

We use the phones a lot and have problems getting through to headquarters sometimes. We get a recording, and sometimes it's 15 or 20 minutes before a person comes on the line. Maybe a better phone system would help. It also would be nice if field offices received more frequent mail deliveries from headquarters.

Dave Willhite Jr.

Most of the information I get from our supervisor, but maybe we can build on that by showing video tapes at our weekly crew meetings that tell us what other crews are doing around the state. VIA does a good job of keeping us briefed of what's going on. I wonder if information from the Highway staff in Salem makes it through the ranks.

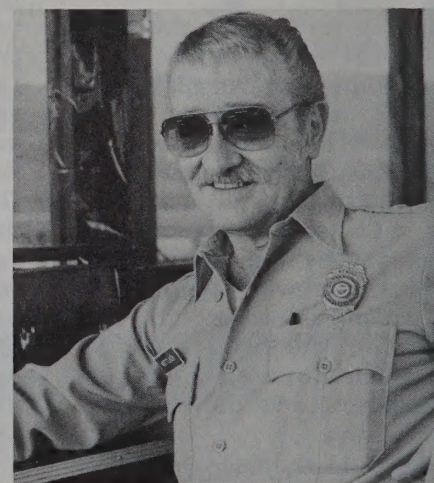
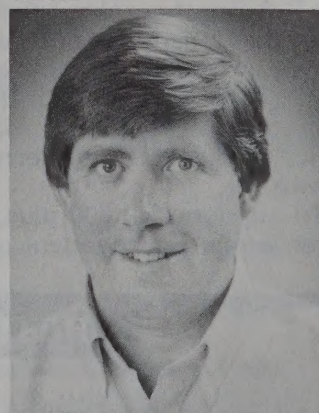


Joan Symons
Highway Engineer 1
Highway Construction
Medford



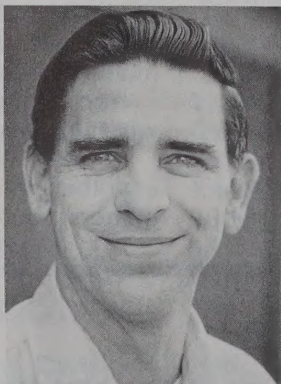
Michele Thom
Engineering Technician 1
Highway Location and
Design Office
Portland

Gene Rushing
Training Coordinator
Highway Division
Salem



Red Mettlach
Senior Weighmaster
Highway Division
Ashland Port of Entry

Bill Schlitzkus
Office Manager
Motor Vehicles
Division
Lebanon



Joan Symons

Actually, the Salem-field communications are okay. The problem is getting mail to the right office once it gets to ODOT. Sometimes the mail wanders around from office to office for days before it gets to the right place. Also, having more FAX machines in the field would be a big time saver.

Bill Schlitzkus

Basically, communications between Salem and DMV field offices is good. But the intercommunications between employees of various sections is a problem. I always have gotten the information I need when I need it. State-wide meetings also are good and should be kept up.

Michele Thom

There are too many obstacles to achieve a fast, accurate response from Salem. A possible solution would be to establish a single team of high-level decision makers that could respond quickly, with authority and accountability, and have a turnaround time of two days.

Gene Rushing

Within the Highway Division, I believe communication is better now than it used to be, but there's still room for improvement. Sometimes a good idea may get lost between the layers of the organization. Information needs to be exchanged at every level.

Red Mettlach

We need a weekly letter clarifying policy changes and any permit changes tied in with the department, along with promotions, vacancies and that sort of thing.